

# **Assessment of Equal Opportunity in the Navy**



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**Presentation for the Navy Equal Opportunity Advisor (EOA) Symposium**

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- **Navy EO Assessment History**
- **NEOSH Survey**
- **Command EO/SH Assessment Tools:  
CATSYS/CATWIN**



# Navy EO Assessment History



- 1973** NPRDC document recommends that a “racial barometer” be developed to measure equal opportunity climate
- 1975-1984** Navy-wide HRM survey served as basis of NPRDC organizational development and EO research program
- 1983** NPRDC publishes Navy-wide EO climate assessment based on HRM survey data
- 1988** CNO study on EO in the Navy released recommending biennial EO survey
- 1989** NPRDC administers first Navy-wide Equal Opportunity/Sexual Harassment (NEOSH) Survey
- 1991** Second administration of NEOSH Survey



# **Navy EO Assessment History (continued)**



<b>1993</b>	<b>Third administration of NEOSH First administration of NEOSH Reserve</b>
<b>1994</b>	<b>CATSYS 2.1 implementation Navy-wide</b>
<b>1995</b>	<b>Fourth administration of NEOSH CATSYS 3.0 implementation Navy-wide</b>
<b>1996</b>	<b>Second administration of NEOSH Reserve CATSYS 4.0 implementation Navy-wide</b>
<b>1997</b>	<b>Fifth administration of NEOSH</b>
<b>1999</b>	<b>CATWin 1.0 implementation Navy-wide CATWin 1.1 upgrade completed</b>



# Navy Equal Opportunity/Sexual Harassment (NEOSH)



## Survey

- Biennial since 1989
- Measures EO/SH perceptions of Sailors
- Two sections
  - Equal Opportunity
  - Sexual Harassment
- Large, weighted sample
  - Race
  - Gender
  - Paygrade



# NEOSH : Assessment of EO



- **Part I: Equal Opportunity (EO)**

- **EO Climate measured through 10 core EO modules**
  - **Groups of items developed in 1989**
  - **Tested over time; have remained the same since 1991**
  - **Simplifies comparisons between racial/ethnic and gender groups**
  - **Allows for statistical trend analyses with past NEOSH Surveys**
- **Individual EO Climate Items**
- **Racial/Ethnic Discrimination**
- **Gender Discrimination**
- **EO Programs and Training**



# NEOSH: Assessment of SH



- **Part II: Sexual Harassment**

- **SH Climate questions**
- **Percentage Who Say They Were Sexually Harassed**
- **SH Behaviors Experienced**
- **Location of Harassment**
- **Characteristics of Harassers**
- **Actions Taken After SH**
- **SH Complaints**



# Future of NEOSH



- **NEOSH previously revised after each administration**
- **Core items remain, special topics of interest added**
  - **Fraternization**
  - **Extremist/Hate Groups**
  - **Alcohol and Harassment**
- **1999 NEOSH Survey to be administered in Fall 1999**





- **NEOSH Survey Findings**



# 1989 NEOSH Survey Findings

**NPRST**

- **Established baseline assessment of EO climate perceptions**
  - White male officers consistently reported the most positive perceptions of Navy EO climate
  - Blacks, particularly Black enlisted women, were least positive about EO
  - Perceptions of fairness in discipline clearly lowest among Blacks
- **Established baseline rate of SH**
  - 42% of enlisted women, 26% of female officers reported being sexually harassed during past 12 months



# 1991 NEOSH Survey Findings



- As in 1989, all groups had generally positive perceptions of the Navy's EO climate
  - Men had more positive EO climate perceptions than women; Whites and Hispanics more positive than Blacks
- Discipline items again produced the greatest racial/ethnic disparities on the NEOSH Survey
- Little change in percentage of women sexually harassed
  - Nonsignificant increase for women officer rates

## FOLLOW-ON ACTION

- Development of automated survey tool for command EO climate surveys (called CATSYS) begun



# 1993 NEOSH Survey Findings



- Overall EO climate of Navy respondents remained positive
- Clear differences between racial/ethnic and gender subgroups
  - Among both officers and enlisted, Black women consistently had the least positive EO perceptions
  - Blacks and Hispanics experienced more racial discrimination than Whites, and women experienced more gender discrimination than men
  - Respondents who experienced racial discrimination or gender discrimination were less satisfied with the Navy, indicated increased intentions to leave, and less intentions to remain until retirement
  - Significant drop in SH rates; may reflect impact of intense post-Tailhook SH training



# 1995 NEOSH Survey Findings



- All groups had positive perceptions of the Navy's EO climate although gaps remained in areas such as Discipline and Discrimination
- Officer subgroups showed clear positive trends on most EO modules
- Continued drop in SH rates

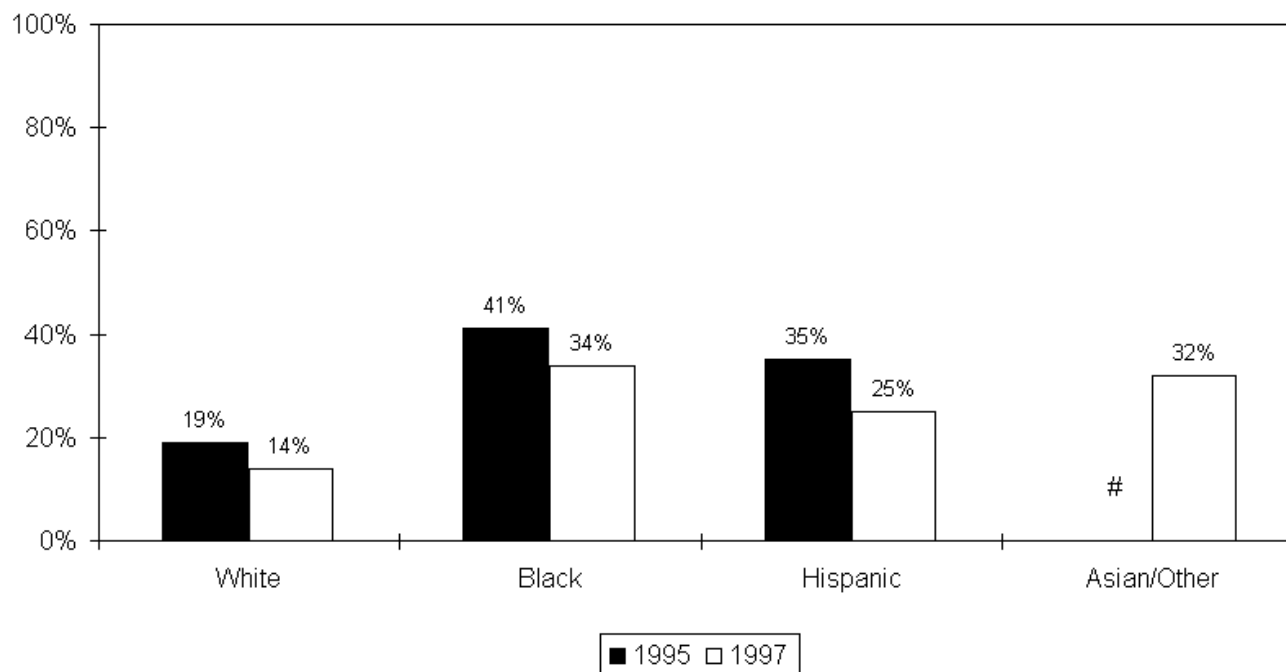


# 1997 NEOSH Findings

**NPRST**

## Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

Enlisted Respondents



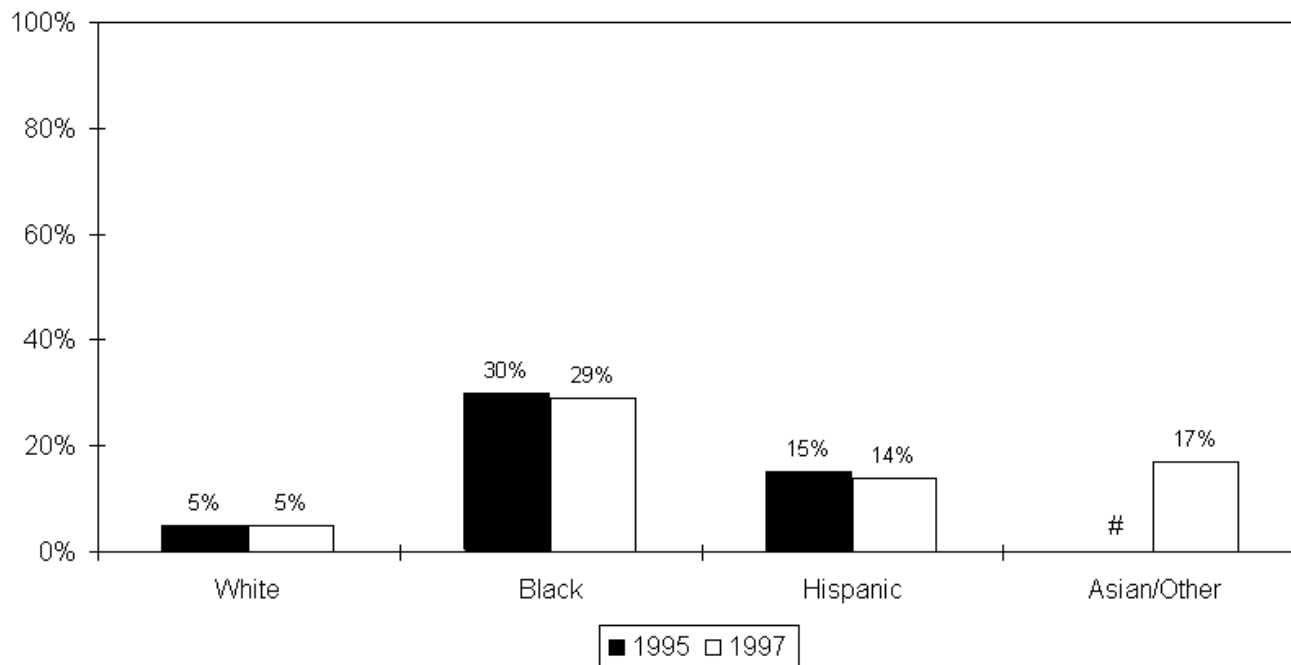


# 1997 NEOSH Findings

**NPRST**

## Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

Officer Respondents





# 1997 NEOSH Findings



## NEOSH: Gender Discrimination Behaviors

Enlisted  
Percent "Yes"

	<u>Males</u>			<u>Females</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	9%	12%	8%	44%	43%	34%*
Offensive jokes	7%	9%	8%	35%	35%	31%
Ignored by others	5%	9%	8%*	18%	21%	17%
Given menial jobs	6%	9%	8%	20%	24%	18%*
Not asked to socialize	2%	3%	2%	10%	13%	11%
Denied potential reward/benefit	4%	5%	7%*	9%	8%	10%
Physically threatened	2%	3%	2%	6%	5%	4%
Physically assaulted	1%	2%	1%	5%	4%	3%

Note: \* Statistically significant trend ( $p < .01$ ).





# 1997 NEOSH Findings



## NEOSH: Gender Discrimination Behaviors

Officers  
Officers  
Percent "Yes"

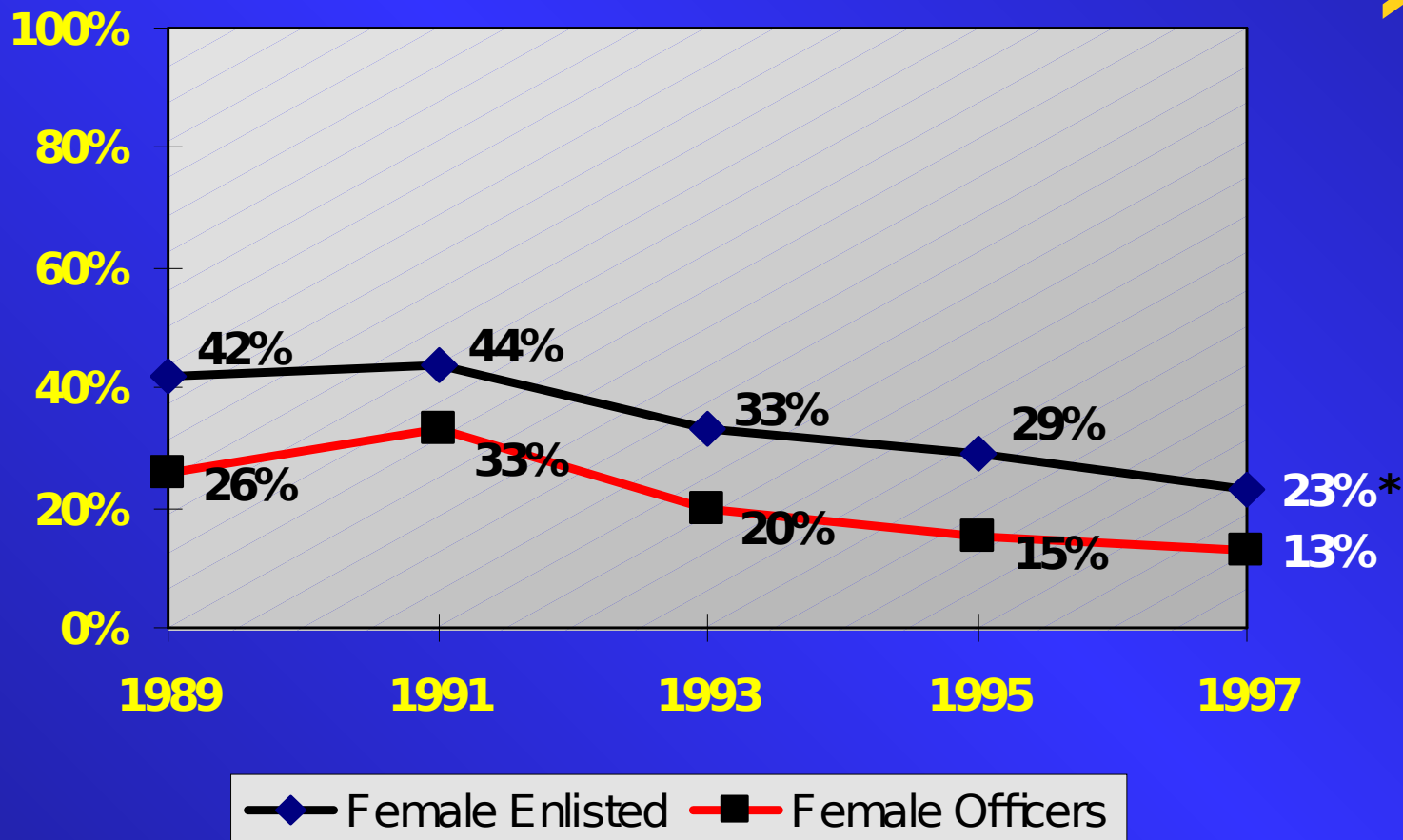
	<u>Males</u>			<u>Females</u>		
	1993	1995	1997	1993	1995	1997
Negative Comments	6%	4%	3%*	36%	33%	25%*
Offensive jokes	4%	3%	3%	30%	24%	19%*
Ignored by others	2%	3%	1%*	19%	21%	14%*
Given menial jobs	2%	2%	2%	11%	10%	12%
Not asked to socialize	1%	3%	1%*	12%	16%	11%
Denied potential reward/benefit	2%	2%	2%	8%	5%	8%
Physically threatened	1%	1%	0%*	0%	3%	1%*
Physically assaulted	0%	0%	0%	0%	1%	1%

Note: \* Statistically significant trend ( $p < .01$ ).



# Percentage of Women Who Said They Were Sexually Harassed During the Past Year

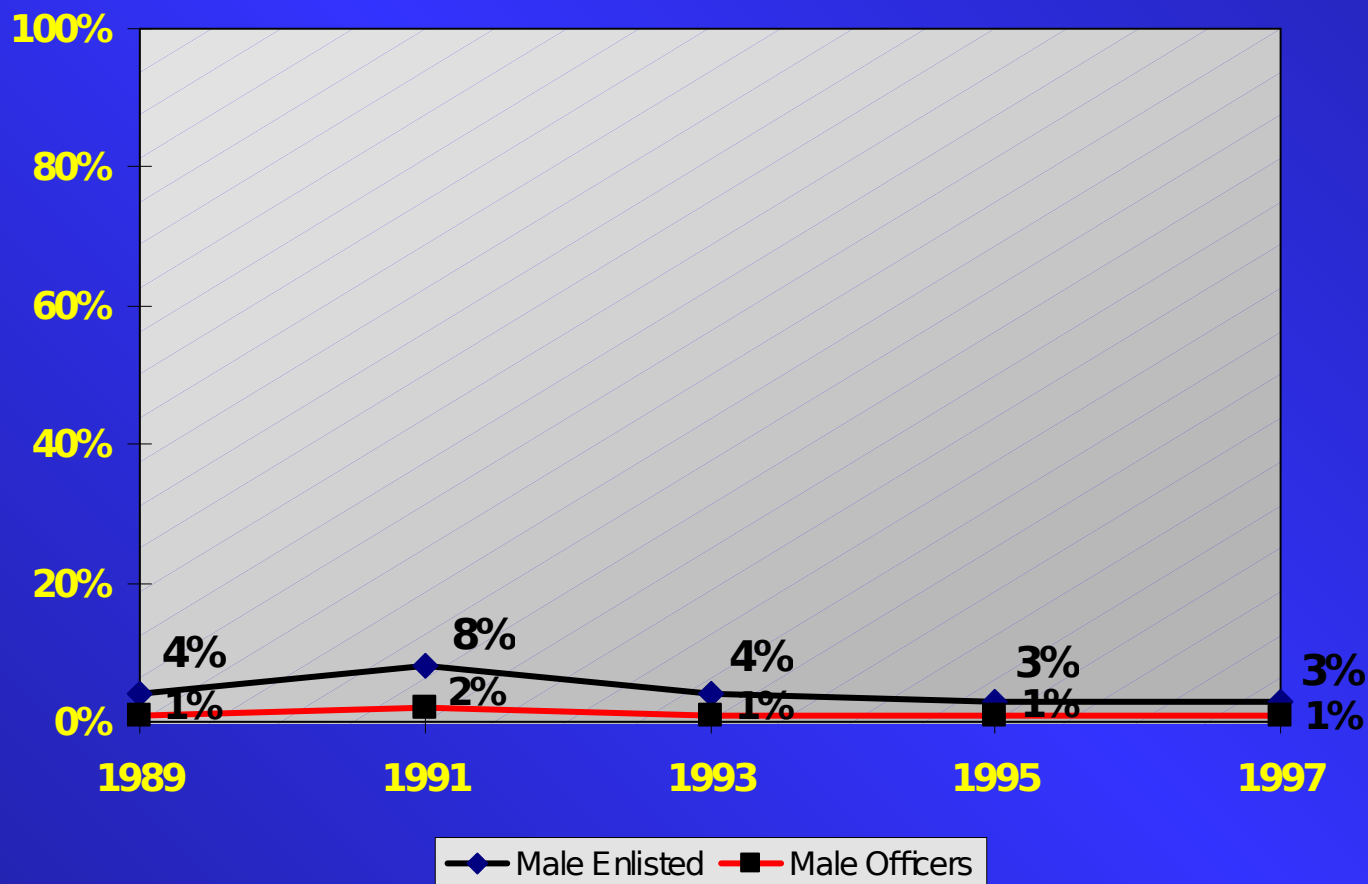
**NPRST**





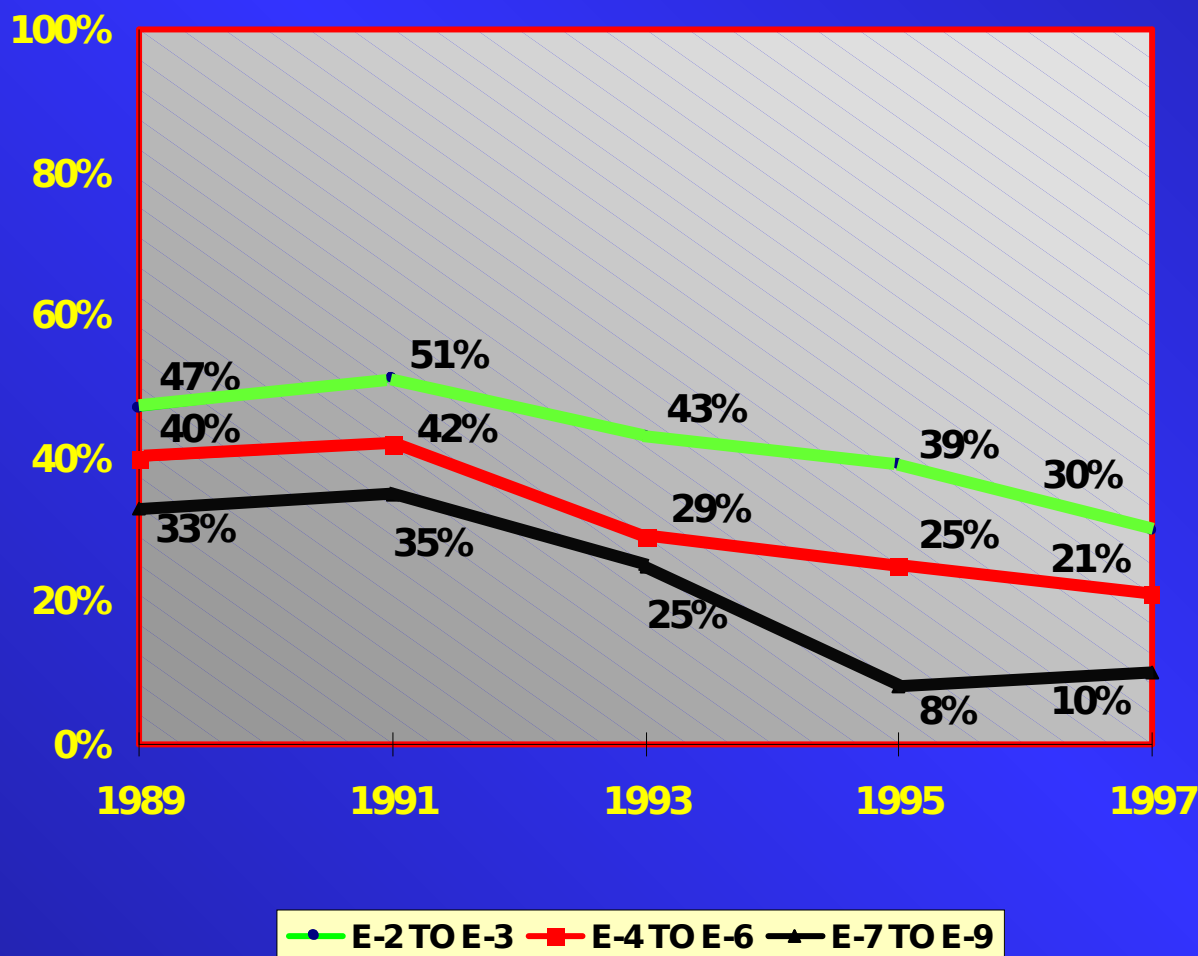
# Percentage of Men Who Said They Were Sexually Harassed During the Past Year

**NPRST**



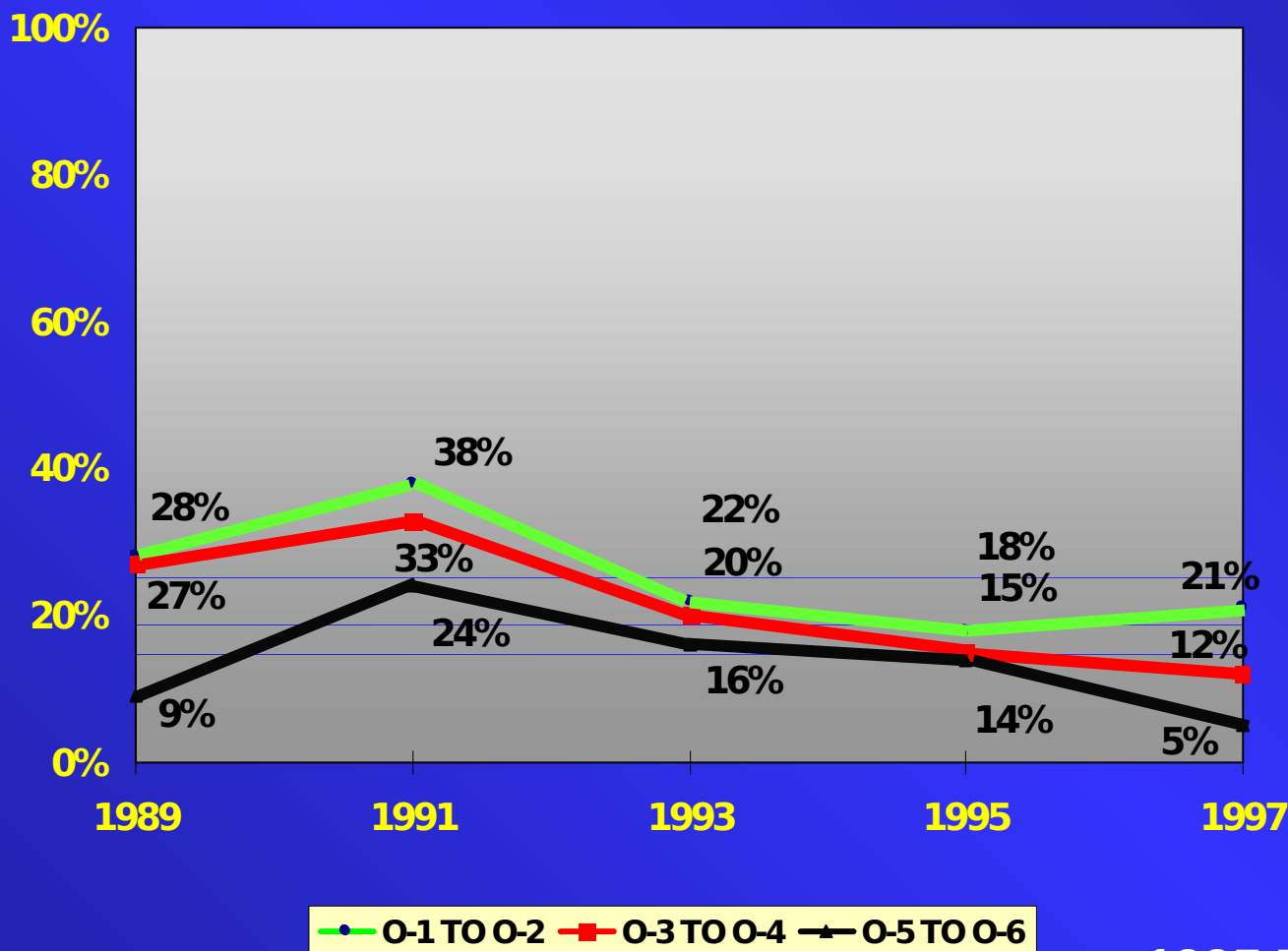


# Female Enlisted Who Said They Were Sexually Harassed by Paygroup





# Female Officers Who Said They Were Sexually Harassed by Paygroup





# Command EO/SH Assessment Tools



- CATSYS
- CATWIN



# Command Assessment Team Survey System (CATSYS)



- Development began in 1991
- Implemented Navy-wide in 1993
- Automated survey software that allows Navy commands to administer, analyze, and interpret results of command EO survey
- Navy-wide norms provided in *User Guide*
- CATSYS 4.0 allows military and civilian samples to be surveyed and compared



# CATSYS for Windows (CATWin): Background



- DOS version of CATSYS successfully implemented throughout Navy
- CATSYS 4.0
  - Allowed for military and civilian command EO surveys but limited features due to DOS platform
- PERS-61 funded Windows-95 upgrade
  - Called CATWIN
  - CATWIN 1.0 implemented in 1999





# CAT*Win*

Command Assessment Team Survey System For Windows



My Computer



CatWin



Pulse Point



Network  
Neighborhood



Cooper.txt



Shortcut to 3 1/2  
Floppy (A:)



Recycle Bin



DATATES



The Internet



leif



logos



militaryblank



My Briefcase



usnatest.sav



PNA\_Example



Pngsetup.exe





# Features



- **Portable and flexible**
- **Windows-based**
- **User can add or modify survey questions**
- **Allows for on-line administration**
- **Automated analyses of survey by key demographic groups**
- **Variety of ways to view & print data**



# Features (continued)



- **Multiple question types**
  - Custom scale
  - 3 point scale (Disagree, Agree, NA)
  - 6 point scale (Strongly Disagree. . .Strongly Agree, NA)
  - Yes/No/Don't Know
  - Single-select (Pick one)
  - Multiple-select (Select all that apply)
  - Open-ended
    - Responses typed directly into system
- **Filtering**
  - Allows for breakouts between two demographic groups
  - Allows for comparison of one survey question based upon answers to another





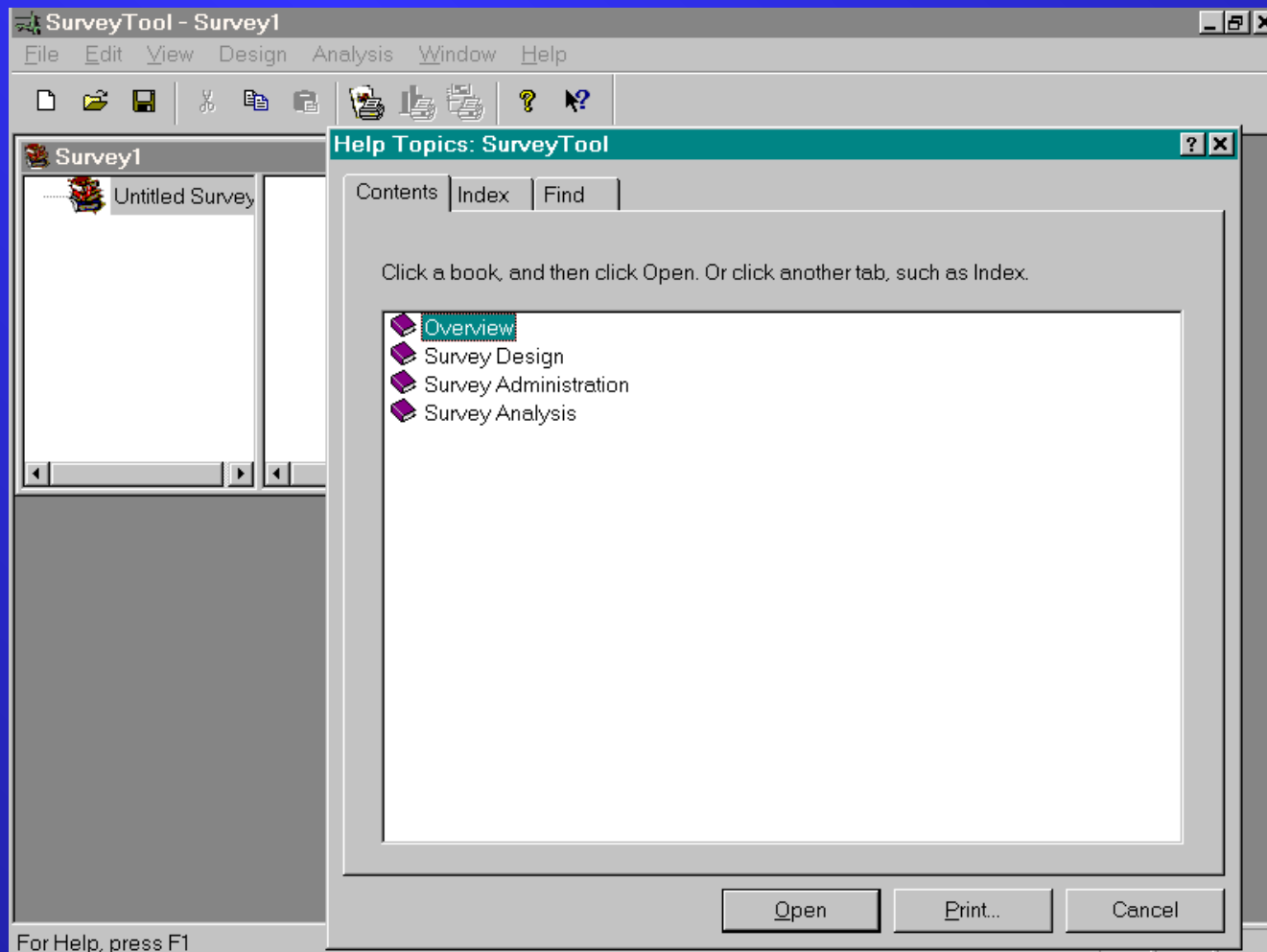
# Features (continued)



- Open-ended responses typed directly into system
- Export Feature
- Network compatible (next version)



# Features: On-line Help





# Advantages



- **Easy to use: Windows-based system requires little computer experience**
- **Automated data organization and data entry**
- **Analysis requires no additional programs**
- **Customized graphs easily generated**
- **Provides quick and accurate survey analyses**



# User Requirements



- **Working knowledge of Windows and Windows programs**
  - Tool bars, menu bars
  - Right mouse buttons
  - Drag and drop
  - Windows Explorer, Word, PowerPoint





# System Requirements



- **Windows 95**
- **CD-ROM drive**
- **16 Mb RAM**
- **20-40 Mb disk space**
- **800x600 screen size**
- **High Color (16 bit)**



# Sample Question



I usually get the recognition I deserve.

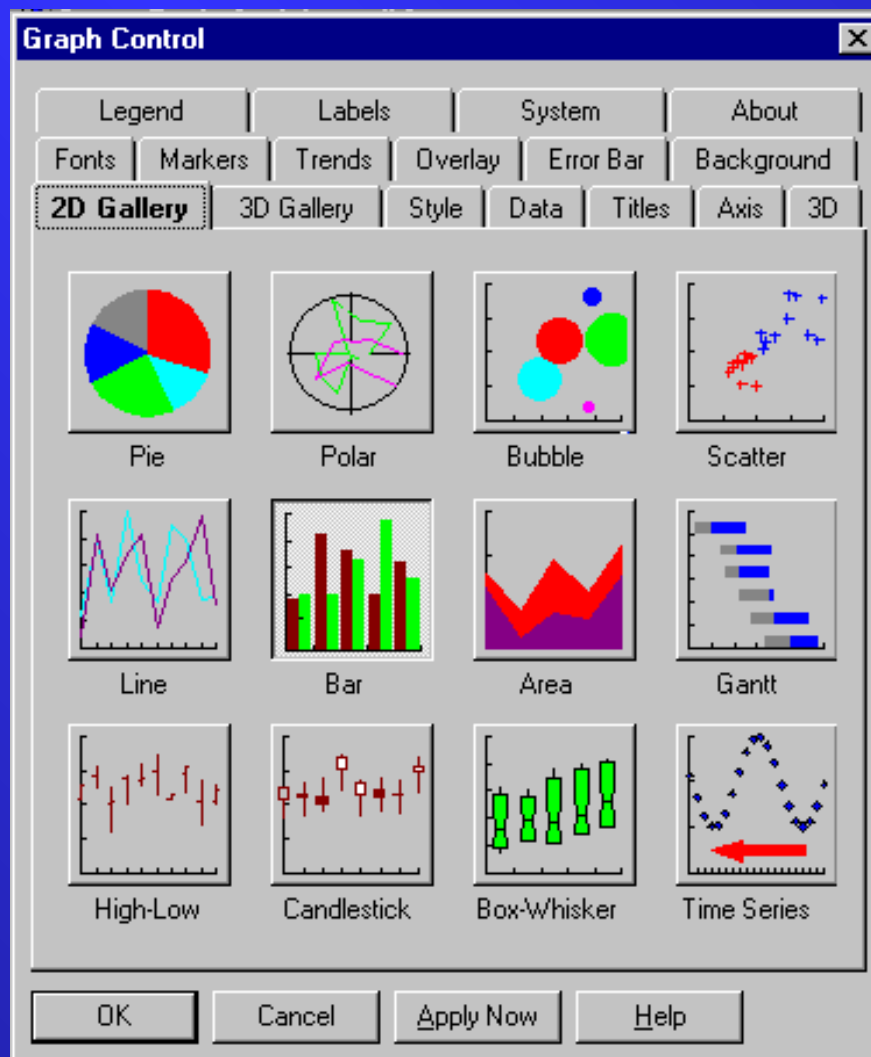
- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Neutral
- ☐ Agree
- ☐ Strongly Agree
- ☐ Don't Know/NA





# Analyzing a Survey - Powerful Graphics Control

**NPRST**

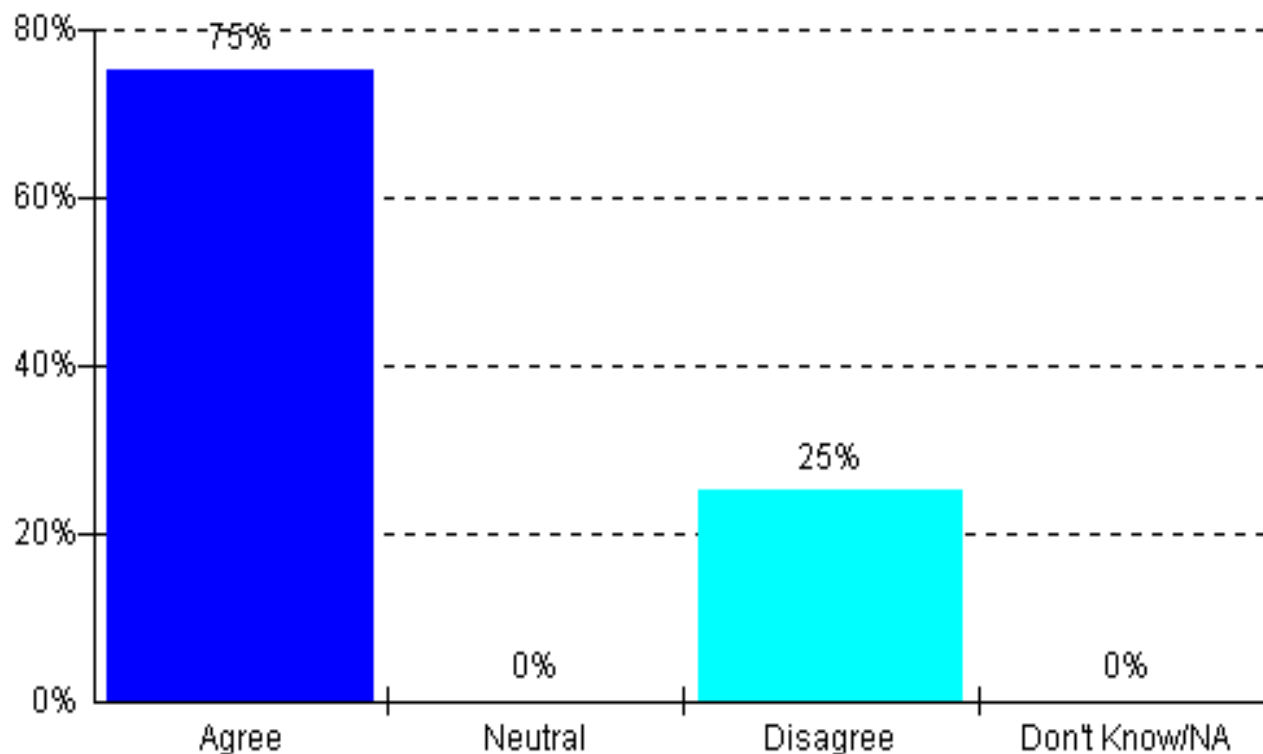




# Sample Output: Simple Bar Graph



**The leadership at this command enforces the Navy's policy on sexual harassment.**

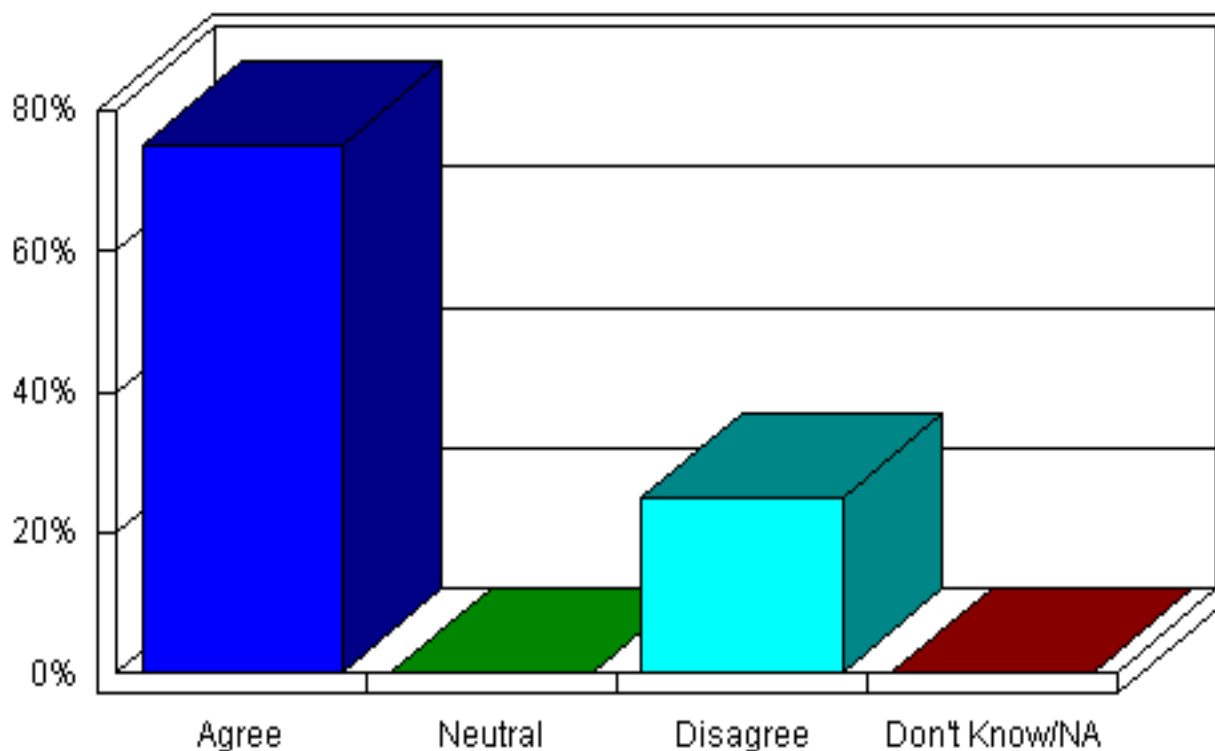




# Sample Output: 3D Bar Graph



**The leadership at this command enforces the Navy's policy on sexual harassment.**





# Analyzing the Survey - Filtering



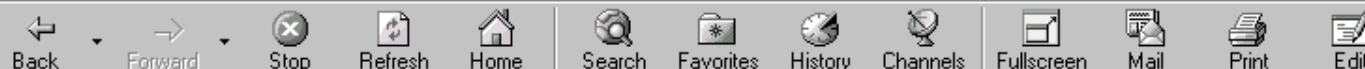
- **Allows for breakouts between two demographic groups**
- **Allows for comparison of one survey question based upon answers to another**



# Distribution: CATWin Web Site

**NPRST**

- CATWin 1.0 Web distribution began in early 1999
- Site contains software, user guide, standard survey, NIOSH results, and updates
- Latest norms
- Site also contains CATSYS 4.0 software and user guide
- Access through CATWin Web Site:  
<http://catwin.nprdc.navy.mil>



# COMMAND ASSESSMENT TEAM

## SURVEY SYSTEMS

### Home

CATWin  
Software

CATWin  
Documentation

CATSYS 4.0  
(pre-CATWin)

Warning: Use of this web site constitutes consent to monitoring.

Welcome to the Command Assessment Team Survey System for Windows (CATWin) Web Site. CATWin is a Windows-based computer survey system used to design, conduct, and analyze a command equal opportunity survey in accordance with Navy policy.

Using this site you will be able to download:

- Copies of the latest [CATWin](#) survey software
- The revised Command Equal Opportunity/Sexual Harassment ([CEOSH-99](#)) survey for use with CATWin
- The [CATWin User Guide](#) that contains what you need to know about the process of designing, conducting, and analyzing a command equal opportunity survey
- Revised Navy-wide [Norms](#) based on the results of the 1997 NEOSH survey, for use with the CEOSH-99 survey
- The [results of the 1997 NEOSH survey](#), as briefed to the Third DoD WorldWide Equal Opportunity Conference in Birmingham, AL, July 1998.

We plan to use this web site to provide updated CATWin



[Home](#)[CATWin  
Software](#)[CATWin  
Documentation](#)[CATSYS 4.0  
\(pre-CATWin\)](#)

CATWin

CATWin is the Windows upgrade to the CATSYS program. Among its many new features, users of CATWin are able to:

- Produce high-quality color graphics and tables
- Design and input agree-disagree, yes-no, multiple-select, and open-ended survey questions
- Print to all Windows-compatible printers, including color printers and networked printers
- Export graphics to other Windows-based programs (e.g., Word)

### [Note to Windows NT users](#)

## To download CATWin:

1. Create a temporary directory and download [CATWin](#) (approximately 10Mb in a self-extracting file).
2. Use Windows Explorer to run the self-extracting file from the temporary directory - expand to the same temporary directory.
3. The installation program will start automatically. Install the program to a permanent directory - the default is c:\program files\catwin .
4. Download the [CEOSH-99 survey](#) into the same directory as CATWin.
5. Once CATWin is installed, an icon is placed on the desktop. Double-click on the icon to start the program.



# CATWIN 1.1: New Features

**NPRST**

- **On-line Norms allow for comparison with Navy-wide data or across years**
- **N's included on tables in addition to percentages**
- **Bugs in graphs/tables functions fixed**



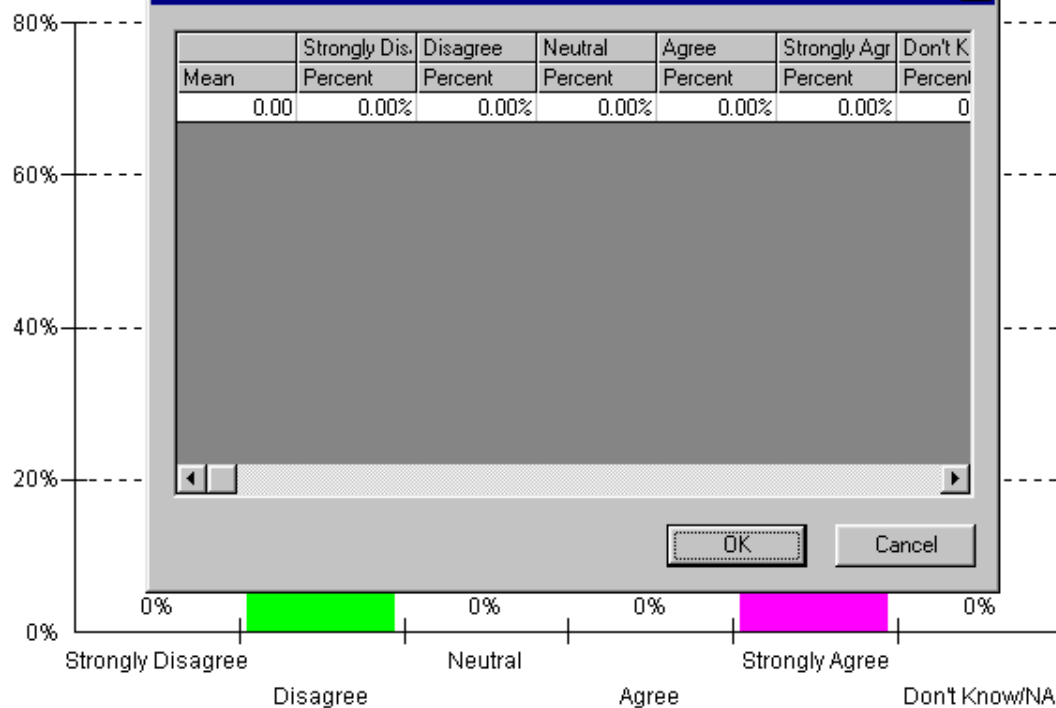
Percentage N1 N2 No Filter

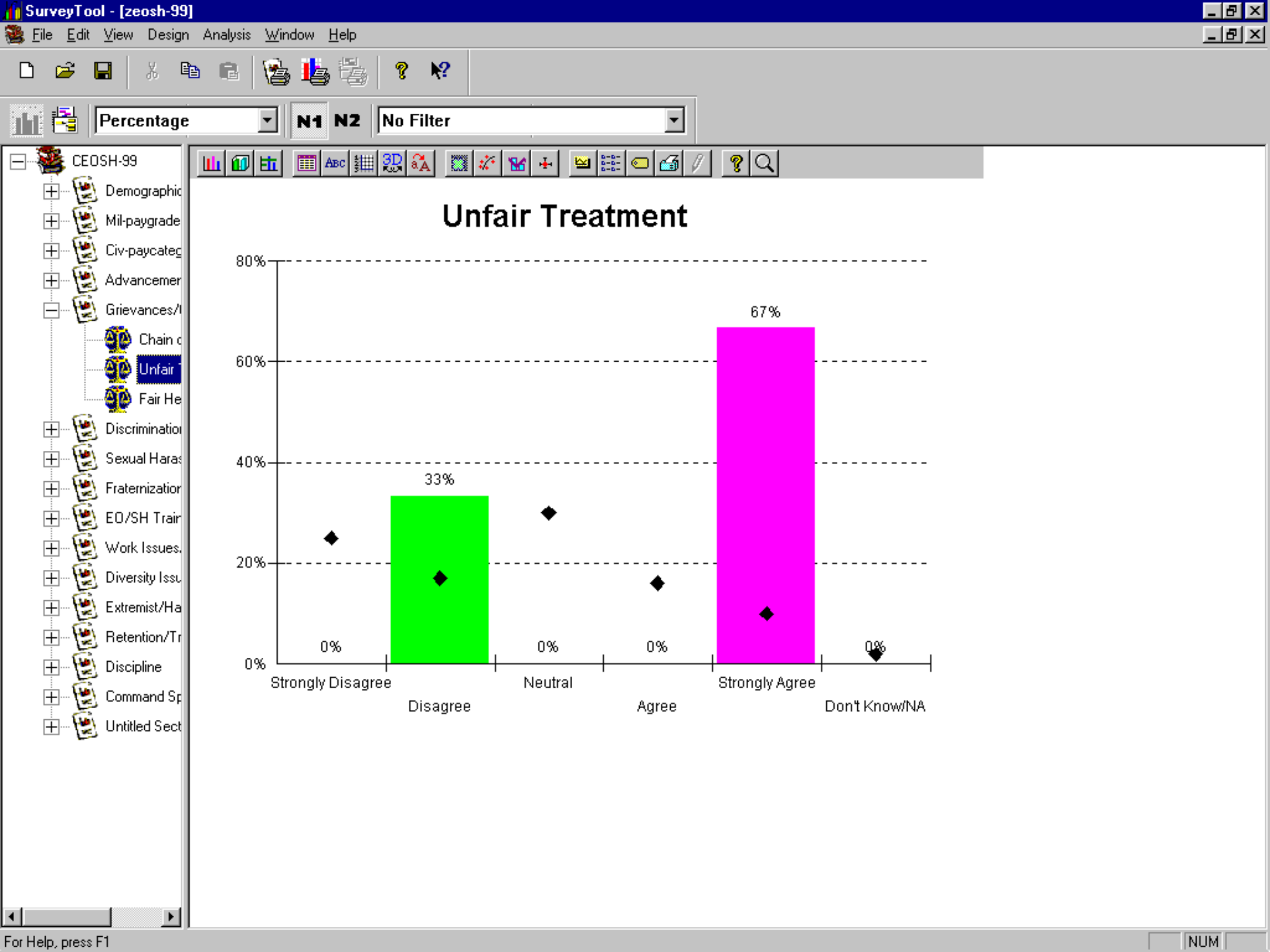
- CEOSH-99
  - Demographic
  - Mil-paygrade
  - Civ-paycateg
  - Advancemer
  - Grievances/t
  - Chain c
  - Unfair
  - Fair He
  - Discrimination
  - Sexual Haras
  - Fraternization
  - EO/SH Train
  - Work Issues.
  - Diversity Issu
  - Extremist/Ha
  - Retention/Tr
  - Discipline
  - Command Sp
  - Untitled Sect



## Unfair Treatment

Update Norm Data







# Norms: Comparison of Service-wide and Unit Survey Results



- Core questions on CATSYS/CATWIN that are used to assess the EO/SH climate at an individual command, are identical to questions on the NEOSH
- Service-wide and command-level surveys are linked together for the purpose of comparison
- Within 6-9 months of the NEOSH Survey administration, norms are available to commands to compare the results from their climate assessments to the NEOSH
- Norms are an essential part of the command assessment process

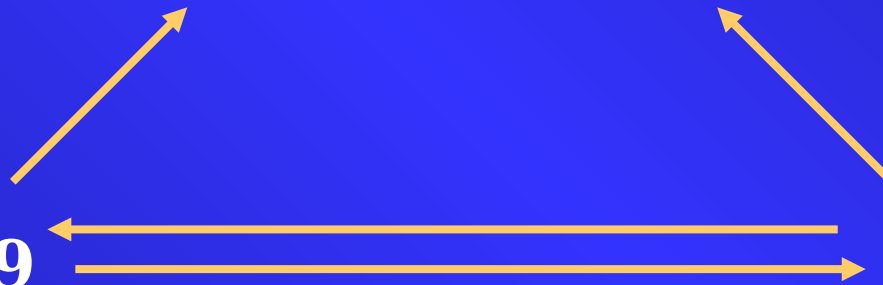


**CATSYS/CATWin**

**CEOSH-99**



**NEOSH**





# Future Directions



- **LAN applications**
  - Improved installation
  - Improved security
  
- **Web Applications**



